

Vacancy Announcement

Announcement #	438-09088	Position	Nurse Manager		
PayPlan	VN	Series	0610		
TargetGrade		Target PD		Pay Range	
Dev Grade		Dev PD		Dev Pay Range	
1st Dev Grade		1st Dev PD		1st Dev Pay Range	
Opens	03/17/09	Closes	03/31/09	Openings	1
Tour of Duty, etc	Primarily M-F, 7:30-4:00; off-tours may be necessary for patient care needs				
Special Comments					
Service	Primary & Specialty Medicine Service Line				
Section	ED/Telephone Care/Occupational Health				
Area/Consideration	Open to all U.S. citizens				
Duty Site	Sioux Falls, SD				
Major Duties	<p>**Applicants who applied under Announcement 438-09053 dated 12/17/08 do not need to reapply.**</p> <p>The Nurse Manager position requires the dedication and commitment of an experienced RN to function in a leadership role that includes but is not limited to: Supervisor role model, educator and staff development of team members encompassing the Emergency Department. Incumbent works in partnership with the health care team in implementing standards of care in accordance with the purpose, philosophy and objectives of nursing while being a positive team player. Incumbent assists in the orientation of staff.</p> <p>The Nurse Manager position requires excellent interpersonal skills with strong communication skills to include recent leadership experience that included directing others, preparing annual performance appraisals of staff members and demonstrating a history of excellent collaborative relationships with physicians and other support services.</p> <p>The incumbent has responsibility and accountability for managing patient care, patient care programs, and staff activities and supports the mission, vision and objectives of the Medical Center, the Midwest Network (VISN 23) and the professional standards of the disciplines within the teams through the following activities: 1) Supervising and evaluating day-to-day activities and performance of nursing, other professional and ancillary support staff assigned to the clinics, 2) Planning and managing clinic staffing to meet patient care needs, achieve cost-effective clinic operations and meet productivity goals, and 3) Collaborating with the interdisciplinary team to continuously improve productivity, efficiency, customer satisfaction and patient care outcomes. The incumbent will be responsible for facilitating teamwork to accomplish quality of care, productivity/efficiency, clinical outcomes and patient satisfaction goals and objectives.</p>				
Time In Grade					
Qualifications	<ul style="list-style-type: none"> •Three years of current nursing experience •Documented evidence of high satisfactory performance and attendance •Demonstrated ability to develop and maintain effective interpersonal relationships •Demonstrated ability to provide leadership in delivering and improving holistic care through collaborative strategies with others •Demonstrated ability to interpret and communicate VISN, Medical Center and Service Line goals, objectives, policies, and procedures to staff, patients, and the health care 				

team

- Ability to communicate clearly and concisely verbally and in writing

1. Incumbent must possess and maintain a full, active, current, and unrestricted registration as a graduate professional nurse in a state, territory, or commonwealth of the U. S. or in the District of Columbia.
2. Grade requirements established by VA Directive and Handbook 5005.
3. Subject to physical standards established by VA Directive and Handbook 5019.
4. Must be proficient in spoken and written English as required by 38 U.S.C. 7402(d) and 7407(d).
5. Must be a citizen of the United States.
6. BSN (required) (Masters preferred) graduate of a school of professional nursing approved by the appropriate State agency and accredited by one of the following accrediting bodies: The National League for Nursing Accrediting Commission (NLNAC) or The Commission on Collegiate Nursing Education (CCNE), at the time the program was completed by the applicant
7. Advanced Cardiac Life Support (ACLS) certification, or willingness to become ACLS certified

QUALIFYING EXPERIENCE: Successful nursing practice maintaining acceptable standards within a health care setting. To be creditable, nursing experience as a Registered Nurse (RN) must be documented on the application and verified through an employment reference or other means. Consideration will be given to prior positive community or public health nursing experience, national certification in a relevant specialty, and baccalaureate or higher educational preparation in nursing. The selecting official reserves the right to select the most qualified candidate.

VA Handbook 5005 defining the nurse qualification standards are available for review in the Human Resources Management Service.

APPLICANTS PLEASE NOTE: Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications (particularly positions with a positive education requirement). Therefore, applicants must report only attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education. Applicants can verify accreditation at the following website:
<http://www.ed.gov/admins/finaid/accred/index.html>. All education claimed by applicants will be verified by the appointing agency accordingly.

Rating Factors

PRACTICE: The extent to which the RN effectively uses the nursing process components of assessment, diagnosis, outcome, identification, planning, implementation, and evaluation in varied practice settings. (Evidence-Base Practice)

QUALITY OF CARE: The extent to which the RN systematically evaluates and improves the quality and effectiveness of nursing practice and health care delivery.

PERFORMANCE: The extent to which the RN evaluates his/her own nursing practice as well as the performance of others.

EDUCATION/CAREER DEVELOPMENT: The extent to which the RN acquires and uses current knowledge for self and others.

COLLEGIALITY: The extent to which the RN contributes to the professional development of peers, colleagues, and others.

ETHICS: The extent to which the RN makes decisions and takes action in an ethical manner.

COLLABORATION: The extent to which the RN collaborates with clients, significant others, and other health care and service providers.

RESEARCH: The extent to which the RN uses research in practice. (Evidence-Based Practice).

RESOURCE UTILIZATION: The extent to which the RN considers factors related to safety, effectiveness, and cost in planning and delivering care.

Application Process Sioux Falls VAMC employees: Send a resume for consideration to Human Resources Management Service. Resumes will be accepted in Human Resources Management Service through 03/31/09.

EXTERNAL APPLICANTS: Applicants must submit by the closing date an application package consisting of:

- VA Form 10-2850a, "Application for Registered Nurse (RN), Certified Nurse Anesthetist (CRNA), Certified Nurse Practitioner (CNP)"
- OF 306, "Declaration for Federal Employment"
- A résumé may also be attached
- Copy of most recent evaluation/appraisal
- KSAO narratives, VA Form 4676A, or attach a separate document.
- If a veteran: Veterans Preference eligible's, including VRA 30% disabled, must submit a copy of ALL DD-214's and a SF-15 (if 10 point preference is claimed) with current (dated within the last 12 months) proof of a service-connected disability.

NOTE: These forms may be obtained through the Human Resources Office or from www.sioxfalls.va.gov.

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PRE-EMPLOYMENT PHYSICAL EXAMINATION: Position is subject to a pre-employment physical examination. Employment will be contingent upon the results of any required physical.

ENGLISH LANGUAGE PROFICIENCY: Appointees to direct patient care positions must be proficient in spoken and written English as required by 38 U.S.C. 7402(d) and 7407(d).

DRUG TESTING: All applicant(s) tentatively selected for Department of Veterans Affairs (VA) employment in a Testing Designated Position (TDP) are subject to urinalysis to screen for illegal drug use prior to appointment. Applicant(s) who refuse to be tested will be denied employment with VA.

VET PRO CREDENTIALING: Individuals selected for positions that have patient care responsibilities are subject to undergoing an electronic credentialing process called VetPro. As part of this process, it will be necessary for you to submit complete information concerning your professional education, training, experience, licensure and certifications using VetPro. The candidate selected will be provided with further information on how to use VetPro.

EQUAL EMPLOYMENT: Applicants will receive consideration without regard to race, color, sex, religion, partisan political affiliation, national origin, age, physical or mental handicap. This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and/or hiring process, please notify the agency. A decision for granting reasonable

accommodation will be on a case-by-case basis.

SECURITY: Appointments in the Federal Government are subject to a criminal background investigation.

CONDITION OF EMPLOYMENT: Direct Deposit/Electronic Funds Transfer (DD/EFT) has been established for new civilian employees and employees competitively selected for promotions and reassignments. Employees meeting this definition must enroll in DD/EFT or request a waiver of enrollment. Information will be provided when the job offer is made and during in processing.

Additional information can be obtained by contacting Coleen Wright, HR Specialist, at 605-333-6852 or coleen.wright@va.gov.